



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### TRANSMITTAL # 3

### MEMORANDUM

January 15, 2008

**TO:** Workforce Development Council

**FROM:** B.J. Swanson, Vice-Chair, Workforce Development Council  
Chair, Nursing Workforce Center Advisory Council

**SUBJECT:** Nursing Workforce Center Advisory Council

**ACTION REQUESTED:** None. Information Only

#### BACKGROUND:

The 2007 Legislature authorized the formation of the Nursing Workforce Center and the Nursing Workforce Center Advisory Council to identify and solve issues contributing to Idaho's nursing workforce shortage. Governor Otter and legislative leadership appointed an excellent team to advise the department, the Idaho State Board of Education, state colleges and universities and other related organizations on nursing workforce issues and to assist with the development and implementation of a strategic plan for addressing the nursing shortage.

The council held its first meeting in November and identified four areas deemed critical in solving the nursing shortage. The council's recommendations build upon the work of Governor Risch's Nursing Task Force and Governor Otter's Health Care Summit. The four focus areas are increased educational capacity, instructional salaries, alternative education opportunities and data identification and coordination. Committees, organized around the four major issues, met during the month of December and have developed preliminary reports. These will be used to further direct the research agenda with a goal toward developing a plan by July of 2008 to implement strategies that emerge from the research. Copies of preliminary reports are attached.

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Attachments

December 31, 2007

To: Idaho Nursing Workforce Center Advisory Council  
From: Roger B. Madsen, Committee Chair, Data Subcommittee  
Subject: Preliminary Data Subcommittee Report

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**Guiding Principal:**

Define, locate and prepare the data and research necessary for policy makers to make informed decisions about nursing education and retention issues in Idaho.

**Priority Research Questions:**

Three main categories encompass the data and informational needs of the committee. Research questions have been developed within each of these topic areas to identify specific issues and data needs. The primary research categories are:

1. Supply and demand of Idaho's nursing work force by region, licensure level and skills;
2. Nursing program capacity and regional demand for new graduates; and
3. Supply and demand of nursing faculty and the impact of salaries, workload and recruitment strategies on supply.

**Progress:**

- The subcommittee's goal is to produce a June/July report for presentation during the 2009/2010 legislative session. Primary research questions relating to a potential nursing shortage have been identified and prioritized in conjunction with the other subcommittees' research recommendations. Data sources and gaps relating to each priority have been documented and a preliminary feasibility study examining each of the priority questions in terms of long and short term data collection, costs and accessibility has been conducted. The early stages of data collection are underway.
- The second phase of the subcommittee's work will include:
  1. Identifying the cost, available funding and which institution has access to the data and the ability to complete each element;
  2. Adjusting the data elements based on available resources (financial and logistical); and
  3. Assigning the data elements out for completion.

**Pending Issues:**

- Basic operational definitions need to be agreed upon in order to ensure accurate and consistent data collection and reporting.
- The committee needs to develop a schematic that will allow salary discussions to focus on professional annual salaries rather than occupational hourly wages.
- The committee also needs to keep in mind that critical needs shift over time and a long-term rather than a short-term approach to problem solving might provide better and more cost effective outcomes.
- If funding is available, consider prioritizing implementation of goals at the regional level so changes can be employed based on areas of greatest need.

Governor's committee on Nursing Workforce  
Subcommittee on faculty shortage and faculty salaries  
Report 12/31/07

The sub-committee focused on faculty shortage and salaries is composed of Lita Burns, Steve Millard, Kathleen Nelson, and Pam Springer. The sub-committee met via e-mail and one phone conference call.

The sub-committee is familiar with the information related to the national shortage of nursing faculty (see Appendices). The information on both a state and a national scene related to the shortage of faculty is frightening. Idaho must find ways to increase the attractiveness of the position of nursing faculty so more people pursue this as a career option. In addition, the state must find ways to ensure access to high quality doctoral programs in nursing to ensure a steady stream of qualified applicants for faculty positions.

Based on this information, the sub-committee developed the following list of questions for the data sub-committee. The next step will be to work with the data committee to prioritize the questions and begin working through analysis of the data as it is delivered.

1. What is the supply and demand by region (possibly using health district as the regions) for LPNs, AS RNs, BS RN, and MS prepared RNs. Once we know this, we need to know the gap (between supply and demand) for each type of nurse by region.
2. Are we producing the graduates (number and type) in the regions in which they are needed?
3. What is the supply/demand projection for each type of nurse by region for the next 5 years, 10 years, 15 years, and 20 years?
4. What is the turnover of LPNs and Registered nurses by work setting (LTC, acute care) and region? Also what is the turnover of LPNs and RNs across the state urban versus rural?
5. What employer subsidized educational programs exist across the state to help nurses continue their education and how are they utilized?
6. What is the cost of turnover for an LPN, RN, and APRN? (Range and average costs)
7. What is the economic cost to Idaho for filled and unfilled nursing positions (direct and indirect costs)?
8. Average salaries in practice of LPNs, AS RNs, BS RNs, MS RNs, and PhD RNs? Note that this is not asking for the hourly wage, but the salary as this would include differentials that are paid.

9. How do salaries of nurses in practice compare with salaries of nurses in institutions of higher education?
10. How do nursing faculty salaries compare with faculty salaries across the higher education institutions in professional programs? For example how do nursing faculty salaries compare with salaries in pharmacy, engineering, etc?
11. How does workload of nursing faculty compare with workload of faculty in other programs in higher education?
12. Are nursing students considering becoming nursing educators? What factors are associated with students who are considering going into nursing education? How does this compare with national data?
13. What is the turnover of nursing faculty? What are the projected retirements?
14. Are nurses in Idaho continuing their nursing education? Is the articulation model working? For instance, if a nurse is an LPN does he/she continue on for an AS then BS degree? How long does it take for an AS nurse to go on and get an MS degree (on the average)?
15. How effective is the nurse refresher program in getting nurses back to work? Is the nurse refresher program cost effective?
16. What is the diversity of nursing students by region? Race, ethnicity, gender
17. How many high school and junior high school students are interested in nursing as a career? What is the diversity of that population?
18. What are the factors associated with decreasing turnover in nursing? How are we doing with these factors in Idaho?
19. How do salaries for nursing faculty and staff nurses compare with those in surrounding states?
20. What is the average number of applicants per open faculty position? How does this compare with faculty openings in other disciplines in higher education?
21. How long have nursing faculty been teaching? Do we have adequate nursing faculty mentors?
22. How many MS and PhD prepared nurses does Idaho have and how does this compare with other states (per capita)?
23. Where are the MS and PhD prepared nurses in Idaho working?

24. What does the workload look like for nursing faculty? How many hours per week do they work? What about during academic breaks and summers (if on less than a 12 month contract)?
25. How many nursing educators from out of state have we attracted over the last 5 years? How many nurse educators from out of state have we made offers to and not been successful in hiring?
26. What is the cost of turnover for nursing faculty? How much are schools paying for recruitment costs for unsuccessful searches?

Idaho Nursing Workforce Center Advisory Council  
Expanding Education Capacity Subcommittee Report  
12/31/07

Committee Members: Tony Fernandez, Chair and Susan Ault

**Recommendations:** The subcommittee is charged with developing strategies to increase seats per the 2006 Governor's Task Force recommendations. To that end we would like to assemble the following data for BYU-I, NWN, CSI, NIC, BSU, ISU, EITC and LCSC.

1. The number and type of nursing degrees that are offered
2. The number of seats currently available in each program
3. Any plans to increase the number of seats over the next five years and, if plans exist, how many new seats and in what programs
4. In order of importance, a list of the following as limiting factors to increasing the number of seats:
  - Qualified students
  - Qualified faculty
  - Clinical sites
  - Campus facilities and equipment
  - Operating support
  - Scheduling constraints
  - Other constraints (please identify)

In addition, we recommend development of the following data by regional planning/educational service area:

1. Identify any current demand data and projections for five years or more such as 2010, 2012 projections by region.
2. Develop or identify the supply/demand projection and skills gap for each type of nurse—LPN, AS RN, BS RN, and MS—by region for the next five years, 10 years, 15 years and 20 years?